



2014 BENEFITS OPEN ENROLLMENT

SPD Benefits

**October 30 through
November 20, 2013 at Noon EST**



2014 Overview

What stays the same in 2014?

- No plan design changes for Dental and Vision.
- No premium changes for Dental and Vision.
- No changes to state paid HSA amounts.
- No changes to Non-Tobacco Use Incentive (NTUI).
- No changes to Flexible Spending Accounts.

2014 Changes:

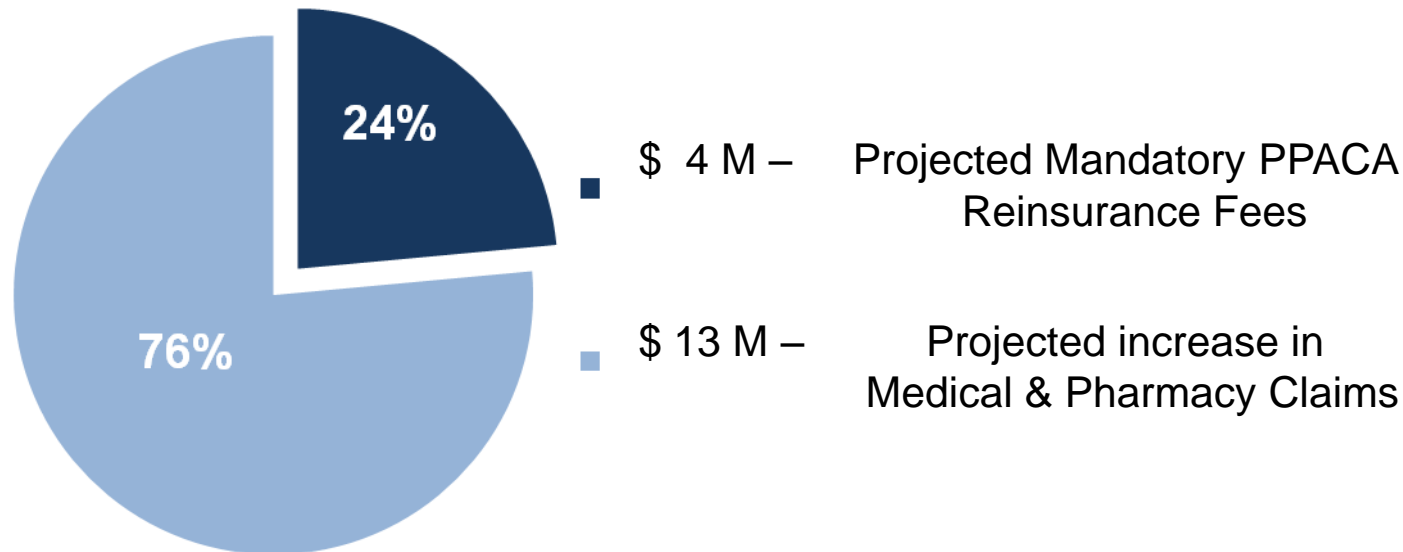
- Carrier change for Life Insurance.
- Premium changes for Medical and Life Insurance.
- Plan design changes for Life Insurance.
- HSA annual maximum contribution limits are increasing.



Healthcare Cost Summary

The 2014 projected Health Plan Trend is below the national average.

- 2014 projected increase is 5%, or about \$17M.
- Last year's projected increase of 8%, or about \$28M.
- Significant portion of the increase due to new Patient Protection & Affordable Care Act requirements.
- The State will contribute 50% of the increase in plan costs, or \$8.5M.



Medical & Rx Plan Overview

Medical plan changes

- Skilled Nursing Care is now covered up to 100 days per calendar year
- Private Duty Nursing is now covered – Limited to 82/year or 164 days/lifetime.
- Residential Treatment will be excluded effective 1/1/2014.

Plan	2013 Bi-Weekly Rate (Assuming NTUI)	2014 Bi-Weekly Rate (Assuming NTUI)	Bi-Weekly Increase
CDHP1 Single	\$ 7.74	\$ 11.94	\$ 4.20
CDHP1 Family	\$ 24.78	\$ 38.16	\$ 13.38
CDHP2 Single	\$ 46.68	\$ 54.72	\$ 8.04
CDHP2 Family	\$ 134.52	\$ 158.04	\$ 23.52
PPO Single	\$ 162.24	\$ 178.74	\$ 16.50
PPO Family	\$ 459.30	\$ 505.32	\$ 46.02



Medical Plans

2014 Medical Plan Options:

- Consumer Driven Health Plan 1 (CDHP 1)
- Consumer Driven Health Plan 2 (CDHP 2)
- Anthem Traditional PPO

All three plans are in the ***Blue Access PPO network***

2014 Prescription Drug Coverage:

- Express Scripts remains the prescription drug carrier.



Plan Specifics

	CDHP 1		CDHP 2		Traditional PPO	
	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Deductible						
Single	\$2,500		\$1,500		\$750	\$1,500
Family	\$5,000		\$3,000		\$1,500	\$3,000
Out-of-pocket maximum						
Single	\$4,000		\$3,000		\$2,500	\$5,000
Family	\$8,000		\$6,000		\$5,000	\$10,000
Office Visit	20%	40%	20%	40%	30%	50%
Inpatient	20%	40%	20%	40%	30%	50%
Emergency Room	20%	20%	20%	20%	30%	30%
Urgent Care	20%	20%	20%	20%	30%	30%
Wellness and Prevention	0% (No deductible)	40% (No deductible)	0% (No deductible)	40% (No deductible)	0% (No deductible)	50% (No deductible)

Prescription Drug Summary

	Retail Rx (Up to a 30-day supply)	Mail Order Rx (Up to a 90-day supply)
	Standard co-pay	
Generic	\$10 co-pay	\$20 co-pay
Formulary	20% min \$30, max \$50	20% min \$60, max \$100
Brand (Non-Formulary)	40% min \$50, max \$70	40% min \$100, max \$140
Specialty	40% min \$75, max \$150 30-day supply	



Bi-Weekly Medical Plan Rates

Plan	Single	Family
CDHP1	\$ 46.94	\$ 73.16
CDHP1 (w/ non-tobacco use incentive)	\$ 11.94	\$ 38.16
CDHP2	\$ 89.72	\$ 193.04
CDHP2 (w/ non-tobacco use incentive)	\$ 54.72	\$ 158.04
Traditional PPO	\$ 213.74	\$ 540.32
Traditional PPO (w/ non-tobacco use incentive)	\$ 178.74	\$ 505.32



In-network vs. Out-of-Network

In-Network

- Anthem has a broad network of contracted providers.
- Contracted providers agreed to accept certain amount (allowable charge) as payment for specific covered services.
- Access the Provider Finder online directory at www.anthem.com and search the Blue Access PPO network.

Out-of-Network:

- Anthem is not contracted with these providers.
- No discounted fees
- They may charge more than in-network providers.
- The co-insurance % is greater when using out-of-network providers.
- Providers can balance bill you for the difference between what the plan pays and the full fee charged.



Preventive Care

In network preventive services are covered in full, before the deductible is met.

Examples of preventive services include*:

- Annual physicals
- Well-baby visits
- Mammograms
- Immunizations

Benefits of preventive care include:

- Improved overall health.
- Benchmark for any future health changes.
- Identifies and avoids potentially costly illnesses.

*This is not an all inclusive list. All plans' preventive covered services meet nationally recommended preventive care guidelines. Go to the following website for more information:
<https://www.healthcare.gov/prevention/index.html>



Pharmacy Benefits

- Express Scripts continues to be our prescription drug provider for 2014.
- You can continue to use www.expressscripts.com to shop for the lowest price on your medications.
 - Go to www.expressscripts.com
 - Enter the name of the prescription.
 - The website will list the price of the medication and any available generics or other options for treatment of your particular condition.



HSA Reminders

- HSAs are available to eligible employees that are enrolled in either the CDHP 1 or CDHP 2 medical plans.
- The State contributes 45% of the plans deductible in to the HSA.
- The contributions into your HSA are pre-tax/tax-deductible.
- You use the money in the account to pay for qualified medical expenses for yourself, your spouse and your dependent children (regardless if they are covered under your medical plan).
- It is your responsibility to keep track of your HSA spending and make sure they are in accordance with IRS guidelines.
- There are tax penalties if you use your HSA funds for purposes other than qualified medical expenses.



HSA Eligibility Requirements

HSA Eligibility Requirements

You are not eligible to open or contribute to a HSA if you:

- Are enrolled in another medical insurance plan (unless it is a qualified CDHP)
- Are enrolled in Medicare (Part A or B)
- Are enrolled in Medicaid
- Are enrolled in Tricare
- Have used VA Benefits for anything other than preventive services in the past three months
- Are claimed as a dependent on another person's tax return –
Note: this does not include filing jointly with a spouse
- Have, or are eligible to use, a general purpose flexible spending account (FSA) – Note: this does not include a limited purpose flexible spending account



2014 HSA State Contributions

Plan	2014 Initial Contribution	2014 Bi-Weekly Contribution	Annual Employer Contribution
HSA 1 Single	\$ 561.60	\$ 21.60	\$ 1,123.20
HSA 1 Family	\$ 1,124.76	\$ 43.26	\$ 2,249.52
HSA 2 Single	\$ 336.96	\$ 12.96	\$ 673.92
HSA 2 Family	\$ 673.92	\$ 25.92	\$ 1,347.84



Max HSA Contributions

Plan	Coverage	IRS Maximums	State Contribution	Max EE Contribution	Max Bi-Weekly	Max EE Contribution Over 55	Max Bi-Weekly Over 55
HSA 1	Single	\$ 3,300	\$ 1,123.20	\$ 2,176.80	\$ 83.72	\$ 3,176.80	\$ 122.18
HSA 1	Family	\$ 6,550	\$ 2,249.52	\$ 4,300.48	\$ 165.40	\$ 5,300.48	\$ 203.86
HSA 2	Single	\$ 3,300	\$ 673.92	\$ 2,626.08	\$ 101.00	\$ 3,626.08	\$ 139.46
HSA 2	Family	\$ 6,550	\$ 1,347.84	\$ 5,202.16	\$ 200.08	\$ 6,202.16	\$ 238.54

HSA Maximums

- \$ 3,300 (employee only coverage)
- \$ 6,550 (family coverage)
- Catch up provision for individuals over the age of 55 is \$ 1,000



Compare the Plans - Cost

Maximum Exposure

- State provides 45% of the plan deductible as an HSA contribution to eligible participants
- Preventive services are not subject to the deductible
- Maximum exposure under each plan:

	Single Coverage			Family Coverage		
	CDHP1	CDHP2	PPO	CDHP1	CDHP2	PPO
Annual Employee Premium	\$310.44	\$1,422.72	\$4,647.24	\$992.16	\$4,109.04	\$13,138.32
Potential Out-of-Pocket Cost	\$4,000	\$3,000	\$2,500	\$8,000	\$6,000	\$5,000
State Paid HSA Contribution	(\$1,123.20)	(\$673.92)	-	(\$2,249.52)	(\$1,347.84)	-
Total Exposure	\$3,187.24	\$3,748.80	\$7,147.24	\$6,742.64	\$8,761.20	\$18,138.32

*Assuming the acceptance of the NTUI and the use of in-network providers.



Non-Tobacco Use Incentive

- Incentive for 2014 is a \$35 reduction in your bi-weekly health plan premium.
- When you accept the Non-Tobacco Use Incentive you are agreeing to the following:
 1. Agree to abstain from the use of any tobacco products during 2014.
 2. Understand that in order to receive the reduction in premium, you may be subject to testing for nicotine and you agree to submit to such testing.
 3. Understand that if you accept the agreement and later use tobacco, your employment will be terminated.



Case Study 1

The Williams' are a middle aged couple with family health care coverage. Both Mr. and Mrs. Williams have annual physicals which include vaccines and routine lab work. Mrs. Williams also has an routine annual mammogram. Late in January Mrs. Williams visits the local ER believing she is having a heart attack. This is ultimately diagnosed, after multiple tests, as an anxiety attack and she is released from the ER and sent home. Between them the Williams take three generic medicines for chronic conditions which are filled at a retail pharmacy. The Williams use only in network providers for their health care needs.

<u>Description</u>	<u>Amount</u>	<u>Date</u>
Annual Physicals	\$ 200.00	January
Routine Labs w/ Physicals	\$ 150.00	January
Vaccines w/ Physicals	\$ 200.00	January
Annual Mammogram	\$ 200.00	January
ER visit with Tests	\$ 3,000.00	January
Generic Chronic Condition RX	\$ 1,300.00	Jan - Dec.
Total Cost of Services	\$ 5,050.00	



Case Study 1 (cont.)

	CDHP 1	CDHP 2	Trad PPO
Annual Deductible	\$ 5,000.00	\$ 3,000.00	\$ 1,500.00
Annual Physicals	\$ -	\$ -	\$ -
Routine Labs w/ Physicals	\$ -	\$ -	\$ -
Vaccines w/ Physicals	\$ -	\$ -	\$ -
Annual Mammogram	\$ -	\$ -	\$ -
ER Visit			
Applied to Deductible	\$ 3,000.00	\$ 3,000.00	\$ 1,500.00
Co Insurance	\$ -	\$ -	\$ 450.00
Cost of ER Visit	\$ 3,000.00	\$ 3,000.00	\$ 1,950.00
Generic Chronic Condition RX			
Applied to Deductible	\$ 1,300.00	\$ -	\$ -
Incurring with Co Insurance	\$ -	\$ 360.00	\$ 360.00
Cost of Chronic Condition RX	\$ 1,300.00	\$ 360.00	\$ 360.00
Total Point of Service Employee Costs	\$ 4,300.00	\$ 3,360.00	\$ 2,310.00
Plan Cost of Services	\$ 750.00	\$ 1,690.00	\$ 2,740.00
Employee Premium Contribution	\$ 992.16	\$ 4,109.04	\$ 13,138.32
State's HSA Contribution	\$ 2,249.52	\$ 1,347.84	\$ -
Net Cost to Employee	\$ 3,042.64	\$ 6,121.20	\$ 15,448.32

Footnote: Employee takes advantage of the Non-Tobacco Use Incentive



Case Study 2

Susan is a single, non Tobacco user, individual enrolled in the state's health care program. She has an annual physical exam in January which includes routine lab work and vaccinations. She also has an annual mammogram in connection with her physical. Susan suffers from an arthritic condition which is managed with the drug ENBREL (a Specialty Drug). Susan has chosen to self administer her treatment. Susan uses only in network providers for her health care needs.

Description	Amount	Date
Annual Physical	\$ 100.00	January
Routine Labs w/ Physical	\$ 75.00	January
Vaccines w/ Physical	\$ 100.00	January
Annual Mammogram	\$ 200.00	January
ENBREL treatments / Month	\$ 1,250.00	Monthly
Total Cost of Services	\$15,475.00	



Case Study 2 (cont.)

	CDHP 1	CDHP 2	Trad PPO
Annual Deductible	\$ 2,500.00	\$ 1,500.00	\$ 750.00
Annual Physical	\$ -	\$ -	\$ -
Routine Labs w/ Physical	\$ -	\$ -	\$ -
Vaccines w/ Physical	\$ -	\$ -	\$ -
Annual Mammogram	\$ -	\$ -	\$ -
ENBREL treatments / Month			
Applied to Deductible	\$ 2,500.00	\$ 1,500.00	\$ 750.00
Incurred with Coverage	\$ 1,500.00	\$ 1,500.00	\$ 1,750.00
Cost of ENBREL Treatments	\$ 4,000.00	\$ 3,000.00	\$ 2,500.00
Total Point of Service Employee Costs	\$ 4,000.00	\$ 3,000.00	\$ 2,500.00
Plan Cost of Services	\$11,475.00	\$12,475.00	\$ 12,975.00
Employee Premium Contribution	\$ 310.44	\$ 1,422.72	\$ 4,647.24
State's HSA Contribution	\$ 1,123.20	\$ 673.92	\$ -
Net Cost to Employee	\$ 3,187.24	\$ 3,748.80	\$ 7,147.24

Footnote: Employee takes advantage of the Non-Tobacco Use Incentive



Dental & Vision Plans

Dental & Vision

- No plan design changes for Dental and Vision.
 - ❖ Dental exams and cleanings are covered 100% for network providers, limit 2 per year.
 - ❖ Vision exams are \$10 for network providers, limit 1 per year.
- No premium changes for Dental and Vision.

Plan	2014 Bi-Weekly Rate
Dental Single	\$ 1.20
Dental Family	\$ 3.16
Vision Single	\$ 0.17
Vision Family	\$ 2.52



Flexible Spending Accounts

Medical Flexible Spending Account

- Maximum Annual Contribution is \$2,500.

Limited Purpose Medical Flexible Spending Account

- Maximum Annual Contribution is \$2,500.
- Can use for dental and vision expenses only until you reach the IRS set minimum annual deductible for a CDHP: \$1,250 for single and \$2,500 for family.

Dependent Care Flexible Spending Account

- Maximum Annual Contribution is \$5,000.

* All Flexible Spending Accounts have a \$2.00 bi-weekly administrative fee. Read the plan documents carefully, all FSA plans have a use-it-or-lose-it provision.



Life Insurance Plans Overview

Carrier Change

- In 2014, the new life insurance carrier will be Minnesota Life.

Differences at a Glance

- Premiums – subtle increase in premiums
- Broader coverage options

Coverage Options

- Basic Life Insurance – stays at 150% of employees annual salary
- Supplemental Life Insurance – Current maximum amount is 150k, new maximum amount is 500k with evidence of insurability
- Dependent Life Insurance – Current maximum amount is 15k, new maximum amount is 20k



Life Insurance Plans – OE 2014

What stays the same

- All 2013 options will be available in 2014.
- The life insurance coverage that you are currently enrolled will transfer at the same level to Minnesota Life effective 1/1/2014.

What changes you can make at Open Enrollment

- At Open Enrollment 2014 only, employees who are currently enrolled in supplemental life insurance can increase their current coverage by 10k or 20k without going through the Evidence of Insurability (EOI) process.
- At Open Enrollment 2014 only, employees who have Spouse Only or Spouse/Children dependent life insurance at the rate of 15k can increase that coverage to 20k without going through the EOI process (Children only coverage at any level will not require the EOI process).



Life Insurance Plans – OE 2014 Example Changes

Supplemental Life Insurance Change

Example:

- Sally has \$150,000 in supplemental life insurance coverage, at open enrollment she has the option to:
 - Decrease or waive coverage;
 - Increase to \$160,000; or
 - Increase to \$170,000

Dependent Life Insurance Change

Example 1:

- Joe has \$15,000 in dependent life insurance for his spouse and child. At open enrollment he has the option to:
 - Decrease or waive coverage; or
 - Increase to \$20,000

Example 2:

- Mark has \$5,000 in dependent life insurance for children only. At open enrollment he has the option to:
 - Waive coverage; or
 - Increase up to \$20,000



Life Insurance Plans 2014

What changes you can make after January 1, 2014 through Evidence of Insurability

- By going through the evidence of insurability process, and being approved, you will have the option to:
 - Enroll or increase your Supplemental Life Insurance coverage up to \$500,000 (in \$10,000 increments) . Note: the limit for employees over the age of 65 is \$200,000.
 - Enroll or increase your Spouse only or Spouse & Child(ren) Dependent Life Insurance coverage up to \$20,000 (in \$5,000 increments)*

*Increasing children only Dependent Life Insurance will not require the Evidence of Insurability Process



Growing Wellness Awareness

Invest In Your Health (www.investinyourhealthindiana.com)

- One stop shop for all things wellness related! Find quick links to wellness programs, wellness events and a wealth of information.

Healthy Lifestyles (www.myhealthylifestyles.com)

- Take a well-being assessment, identify health goals and track your progress.
- The more activities you complete, the more points you earn! Redeem points for quality wellness rewards like a FitBit or cookbook.

Walking Clubs

- SPD Organized Government Center Complex walking club.
- Start a club at your agency! A great way to get fit and develop team spirit.

Employee Assistance Program (EAP) (www.anthemEAP.com)

- Confidential online support system including financial planning tools, legal templates, parenting information and much more!

ConditionCare, ComplexCare or Case Management

- Programs that provide support and resources for those managing chronic or complex conditions.



Castlight Transparency

The innovative Castlight Cost Comparison Tool was launched in June

- Over 5,000 employees enrolled!
- Castlight empowers users to make informed healthcare decisions.
- Search by provider or procedure to discover the best quality and cost available based on your needs.
- Check your deductible and out-of-pocket spending.
- Review past care and prescriptions.

Thank you to all who participated in the Castlight Registration Contest!
Congratulations to all the iPad and FitBit winners!



2014 Wellness Opportunities

- Continuing to utilize Castlight to find affordable and quality health care options.
- Opportunity to participate in more health and fitness challenges.
- Continuing to engage in a wellness-based culture.
- 2nd Annual Employee Health & Wellness Awareness Month

Visit the Invest in Your Health website at:

www.investinyourhealthindiana.com



Remember the Dates!

**October 30 through
November 20, 2013 at Noon EST**



Important Resources

SPD Benefits Hotline

- Local: 317-232-1167
- Toll-free: 1-877-248-0007

Online Resources

- <http://www.in.gov/spd/2528.htm> (Open Enrollment)
- <http://www.in.gov/spd/2337.htm> (SPD Benefits)
- <http://www.irs.gov/pub/irs-pdf/p969.pdf> (IRS)
- www.investinyourhealthindiana.com



Questions?

- Please ask any questions
- If you have additional questions during Open Enrollment, please contact the Benefits Division at:
 - 317-232-1167 (local)
 - 1-877-248-0007 (outside the 317 area code)
 - spdbenefits@spd.IN.gov (email)



We want your feedback!

Thank you for your participation in the 2014 Open Enrollment webinar.

In an effort to understand our audience, we ask that you take a few minutes to answer five short questions. Please click the link below:

www.surveymonkey.com/s/2014OEwebinar

